A3940-24 2/91

A study of 1990-1991 beginning offers

CPC Salary Survey

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Anticipating a slow down in the U.S. economy brought on by the Persian Gulf Crisis, most employers took a cautious approach to college recruiting this fall. Some employers actually scaled back their hiring plans and cancelled on-campus interview schedules. Most, however, stuck to their original plans—conservative as they often were—to ensure that they acquired the employees they'll need when the economy resumes growth.

The first ***Salary Survey*** of the 1990-91 recruiting season seems to reflect employers' uncertainty about the economy. The survey's results show that while job offers were extended this fall at a pace comparable with last year's, average salary offers for many disciplines fell below last September's year-end figures. On the upside, though, salary offers for some of these disciplines—notably the liberal arts—typically are lower in January than in late spring when recruiting activity usually picks up. Futhermore, many of the averages that are down from September 1990 are actually up from January a year ago.

Engineering is the one bright spot in this year's cloudy recruitment picture. A limited supply of oil from the Persian Gulf has pushed up the price of oil in the United States providing an incentive to petroleum companies to increase domestic drilling and, in turn, allowing them to expand their work forces. Chemical companies also are expected to do well despite current economic conditions. Consequently, both petroleum and chemical engineers received substantially higher average starting salary offers than they did in September. The average salary offer to petroleum engineers jumped 9.9 percent to $38,679 a year, while the average to chemical engineers climbed 5.3 percent to $36,968. Petroleum companies extended 35 percent of the offers made to chemical engineers offering an average of $38,434 annually.

Electrical and mechanical engineers got off to a good start this year. The average starting salary offer to electrical engineers rose 3.7 percent since September to $32,941 a year. Mechanical engineers received a 5.6 percent higher dollar average of $33,874.

Among engineering majors, only aerospace engineers suffered a setback this fall, due chiefly to cutbacks by employers that lost Federal government defense contracts. The average starting salary offer to aerospace engineers dropped 1.6 percent since September to $30,019.

Business graduates apparently are being affected by employers' concern about the economy. At $25,700 a year, the average salary offer to new accountants is 2.6 percent lower than in September. Business administration graduates lost even more ground, their average dipping 4.2 percent to $22,537. Economics and finance graduates, no longer being offered high-salaried positions on Wall Street, drew a 3.4 lower average offer of $24,325 annually. On a positive note, however, both business administration and economics/finance graduates received higher average offers than they did last year at this time—up 3.5 percent and 5.7 percent, respectively.

Although the average starting salary offer to nursing graduates is now 7.1 percent lower than last September's figure, only 26 offers were reported in this category, making it difficult to accurately assess what's happening in this field. The average offer to new nurses, up 3.2 percent over last January, stands at $26,270. An overall gain for the year is expected given the continuing supply/demand imbalance in the nursing field. Allied health graduates received a 2.4 percent increase in starting pay for an average of $28,102.

At this point, it is still too early to tell what effect the recently determined recession and the outbreak of war in the gulf will have on college recruiting this year. Likely, some employers will be hit hard, but indications are that most are prepared for tough times.

The January 1991 ***CPC Salary Survey*** contains information received during the period of September 1, 1990, to January 11, 1991. Its data are compiled from offers extended to students graduating between September 1, 1990, and August 31, 1991. Participating in the ***Salary Survey*** are 450 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 450 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	552	$25,700	$26,391	-2.6%	$29,700	$26,000	$21,000
Business Administration (incl. Management Science)	198	22,537	23,529	-4.2	30,000	22,000	16,000
Distribution Management	2	25,850	25,079	*	*	*	— *
Economics & Finance (incl. Banking)	192	24,325	25,184	-3.4	30,000	24,000	18,000
Hotel/Restaurant Management	23	21,526	20,752	3.7	22,000	22,000	22,000
Human Resources (incl. Labor Relations)	29	23,681	23,101	2.5	30,000	24,000	16,000
Management Information Systems	61	27,560	27,428	0.5	32,000	28,000	23,000
Marketing/Marketing Management (incl. Research)	185	22,966	23,543	-2.5	28,500	22,750	18,000
Real Estate	4	20,080	24,509	*	*	*	*
COMMUNICATIONS							
Advertising	12	20,417	20,742	*	*	*	*
Communications	48	21,533	21,002	2.5	29,700	21,800	15,000
Journalism	29	18,113	19,488	-7.1	23,500	16,000	13,200
Telecommunications/Broadcasting	4	20,290	20,413	*	*	*	*
EDUCATION							
Elementary Education	99	19,791	18,974	4.3	23,975	20,000	14,000
Pre-Elementary Education	14	19,615	17,507	*	*	*	*
Physical Education	14	18,142	19,904	*	*	*	*
Special Education	18	23,361	20,433	*	*	*	*
HOME ECONOMICS							
Human Ecology	7	18,171	19,383	*	*	*	*
Textiles & Clothing	4	24,200	20,662	*	*	*	*
Merchandising Management	15	21,620	19,496	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	6	22,432	23,607	*	*	*	*
Letters	26	21,653	21,566	0.4	27,600	20,500	17,500
Visual & Performing Arts	18	19,904	20,588	*	*	*	*
Humanities-Other	16	21,310	23,213	*	*	*	*
Criminal Justice	16	20,708	20,745	*	*	*	*
History	10	21,470	22,715	*	*	*	*
Political Science/Government	31	21,285	23,677	-10.1	26,000	22,000	16,800
Psychology	31	18,706	20,688	-9.6	22,983	19,000	12,050
Sociology	23	19,213	20,134	-4.6	23,000	19,500	14,400
Social Sciences-Other	39	19,149	21,627	-11.5	23,500	18,500	14,400
ENGINEERING							
Aerospace & Aeronautical	36	30,019	30,509	-1.6	33,500	30,160	26,252
Agricultural	10	32,890	30,127	*	*	*	*
Architectural	11	30,987	28,916	*	*	*	*
Bioengineering & Biomedical	3	25,833	30,052	*	*	*	*
Chemical	199	36,968	35,122	5.3	39,600	37,500	34,800
Civil	193	29,194	28,136	3.8	34,200	29,040	24,752

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
Continued . . .							
Computer	20	$32,287	$31,490	2.5 %	$38,000	$33,600	$26,252
Electrical	282	32,941	31,778	3.7	36,500	33,500	27,600
Environmental	+	+	30,019				
Industrial	63	31,630	30,525	3.6	34,500	31,800	27,000
Mechanical	317	33,874	32,064	5.6	38,000	33,900	29,000
Metallurgical	18	34,144	32,235	*	*	*	*
Mining	28	30,634	29,383	4.3	33,900	30,928	26,016
Nuclear	7	32,765	31,750	*	*	*	*
Petroleum	46	38,679	35,202	9.9	42,000	40,000	32,000
Textile	+	+	33,219				
Engineering Technology	21	28,114	29,318	-4.1	33,000	27,500	24,000
Industrial Technology	7	23,429	29,235	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	18	21,750	21,834	*	*	*	*
Animal Sciences	10	21,570	19,719	*	*	*	*
Plant Sciences	2	25,240	21,176	*	*	*	*
Natural Resources	2	22,000	19,058	*	*	*	*
Other Agricultural Sciences	9	25,011	24,411	*	*	*	*
COMPUTER SCIENCES							
Computer Science	164	29,315	29,804	-1.6	34,776	30,000	22,500
Computer Programming	9	30,344	28,223	*	*	*	*
Information Sciences & Systems	43	27,089	28,631	-5.4	31,000	27,600	22,000
Systems Analysis	1	18,600	30,556	*	*	*	*
HEALTH SCIENCES							
Allied Health	32	28,102	27,436	2.4	33,000	29,950	21,000
Health Sciences [1]	17	20,834	20,827	*	*	*	*
Nursing	28	26,270	28,270	-7.1	35,000	24,000	20,000
Pharmacy [2]	2	39,000	36,728	*	*	*	*
SCIENCES							
Actuarial	1	32,400	28,267	*	*	*	*
Architectural & Environmental Design	8	25,950	25,125	*	*	*	*
Biological	13	19,800	21,800	*	*	*	*
Chemistry	14	25,750	27,494	*	*	*	*
Geological	7	28,307	23,463	*	*	*	*
Mathematics (incl. Statistics)	27	24,203	27,032	-10.5	30,160	24,000	17,500
Physics	5	27,200	29,157	*	*	*	*
Other Physical and Earth Sciences	1	19,747	21,044	*	*	*	*
Polymer Science	+	+	32,066				
Textile Science	+	+	26,979				
	3,400						

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ No offers reported
[1] Many Health Science categories are now included in Allied Health
[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
FINANCE							
Accounting (Public)	386	$26,223	$26,824	-2.2%	$30,000	$26,500	$22,200
Accounting (Private)	162	23,880	25,273	-5.5	27,996	24,998	17,000
Commercial Banking (Consumer)	14	21,571	21,915	*	*	*	*
Commercial Banking (Lending)	12	20,667	24,171	*	*	*	*
Investment Banking (Corporate Finance)	9	26,311	29,065	*	*	*	*
Investment Banking (Mergers & Acquisitions)	1	24,000	26,534	*	*	*	*
Investment Banking (Real Estate)	3	18,500	25,358	*	*	*	*
Investment Banking (Sales & Trading)	6	22,633	23,226	*	*	*	*
Financial/Treasury Analysis	67	25,478	26,692	-4.5	31,500	26,000	20,000
Portfolio Management/Brokerage	6	22,500	23,430	*	*	*	*
Insurance (Underwriting)	26	23,647	24,012	-1.5	27,996	24,000	20,000
Insurance (Claims)	28	23,133	22,456	3.0	26,200	23,450	20,000
COMMUNICATIONS							
Design/Graphic Arts	9	20,838	20,370	*	*	*	*
Media Planning	1	29,000	19,795	*	*	*	*
Reporting	9	15,702	16,517	*	*	*	*
Production	15	20,964	25,338	*	*	*	*
Public Relations	14	18,789	20,322	*	*	*	*
Writing/Editing	10	18,980	19,972	*	*	*	*
MARKETING							
Advertising	6	22,300	21,927	*	*	*	*
Brand/Product Management	18	25,476	25,442	*	*	*	*
Buyer/Merchandising	30	22,323	23,021	-3.0	27,480	22,875	18,000
Distribution	9	25,011	26,152	*	*	*	*
Market Research	25	24,375	25,128	-3.0	31,500	25,000	16,500
Purchasing	9	23,500	24,204	*	*	*	*
Sales	208	24,737	24,719	0.1	31,500	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	16	19,658	21,236	*	*	*	*
Finance, Taxation, Monetary Policy	28	22,367	23,017	-2.8	25,500	22,650	20,195
Economic Programs	2	20,800	24,373	*	*	*	*
Law Enforcement	12	22,699	24,037	*	*	*	*
Military	17	23,059	22,375	*	*	*	*
National Security	2	24,500	24,459	*	*	*	*
Urban/Regional Planning	2	18,910	23,546	*	*	*	*
ENGINEERING							
Bioengineering	4	24,500	33,193	*	*	*	*
Design/Construct	189	30,747	30,096	2.2	37,400	30,000	24,812
Environmental/Sanitation	33	30,023	29,334	2.3	36,000	30,156	24,000
Manufacturing/Industrial	188	33,390	31,948	4.5	37,500	33,600	29,400
Systems/Programming	54	32,229	31,078	3.7	35,000	33,036	26,252
Power Systems	62	33,070	31,720	4.3	36,000	33,000	27,600
Software Design & Development	33	32,319	31,802	1.6	35,000	33,300	29,380
Hardware Design & Development	26	32,708	32,303	1.3	35,100	34,000	26,252
Research & Development	73	33,239	32,283	3.0	38,400	35,000	26,252
Testing	39	30,934	30,205	2.4	34,400	31,720	25,000
Process Engineering	176	37,176	35,045	6.1	40,000	37,500	34,000
Project Engineering	145	34,238	32,130	6.6	39,300	34,000	29,000
Other Engineering	223	31,883	31,333	1.8	37,800	32,400	26,000
HEALTH CARE							
Administrative	11	26,005	22,109	*	*	*	*
Industrial Hygiene	1	24,000	28,826	*	*	*	*
Medical Technology	9	22,606	23,950	*	*	*	*
Nursing / Personal Care	25	25,463	28,200	-9.7	31,109	24,000	20,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
Continued . . .							
Occupational Therapy	8	$29,035	$25,644	*	*	*	*
Pharmacist	2	39,000	37,466	*	*	*	*
Physical Therapy	1	13,440	29,309	*	*	*	*
Respiratory Therapy	1	34,000	25,030	*	*	*	*
Other Health Related	37	25,273	21,842	15.7 %	$32,000	$27,000	$17,500
SOCIAL SERVICES							
Administration	11	21,473	19,827	*	*	*	*
Counseling	20	16,682	16,658	0.1	20,000	17,150	10,400
Fundraising/Development	*	*	16,930				
Social Work	14	16,302	17,313	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	116	27,774	28,589	-2.9	33,020	28,000	21,000
Information Systems	56	27,119	28,262	-4.0	34,179	27,600	20,000
Computer Systems Analyst	84	29,290	29,539	-0.8	34,776	28,800	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	2	32,200	30,222	*	*	*	*
Agricultural/Natural Resources	18	21,494	20,122	*	*	*	*
Architecture	4	26,100	21,993	*	*	*	*
Consulting	45	28,898	28,679	0.8	32,940	29,000	26,000
Human Resources/Industrial Relations	29	22,215	23,233	-4.4	27,000	22,000	16,500
Management Trainee	279	21,763	22,269	-2.3	27,600	21,000	17,000
Mathematician/Statistician	4	21,730	25,451	*	*	*	*
Paralegal	5	19,000	20,908	*	*	*	*
Research (Nontechnical)	2	27,500	22,480	*	*	*	*
Research (Technical)	6	29,859	27,896	*	*	*	*
Teaching	203	20,413	19,353	5.5	24,000	21,000	15,000
	3,400						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 3,400

Business	Communications	Education	Home Economics	Humanities & Social Sciences	Engineering	Agricultural & Natural Resources	Computer Sciences	Health Sciences	Sciences
37 %	3 %	4%	1 %	6 %	37 %	1 %	6 %	2 %	2 %

Business	Communications	Education	Humanities & Social Sciences	Engineering	Health Sciences	Sciences
36 %	2 %	9 %	4%	37 %	<1 %	11 %

Master's Degree Candidates (Inexperienced)
Total Offers = 399

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639
90th Percentile	$28,000
10th Percentile	$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,291 389 $30,000 $22,500	$20,000 1		$23,292 6	$23,000 1	$29,583 6	$22,625 4	$24,670 4	$27,000 1	$24,941 12		$25,500 2	$25,885 17		$18,075 4			
Business Administration - incl. Management Science	$24,300 5			$20,467 9	$22,250 4	$23,750 4	$24,000 6	$30,750 2	$18,000 1	$21,513 8	$17,467 6	$17,943 7	$25,764 13	$18,000 1	$20,416 54 $24,000 $17,300	$22,500 1		
Distribution Management																		
Economics & Finance (incl. Banking)	$24,052 10	$31,200 1		$22,873 24 $24,040 $19,200	$23,318 11	$30,312 5	$25,640 5	$26,000 5	$21,000 1	$21,250 16	$29,000 1	$25,750 4	$24,785 25 $27,500 $21,650	$21,000 1	$21,223 13			
Hotel / Restaurant Management											$16,500 1	$21,810 21 $22,000 $22,000			$20,000 1			
Human Resources (incl. Labor Relations)										$23,000 2			$22,553 16			$16,000 1		$20,000 1
Management Information Systems	$28,125 4					$28,178 2	$25,150 8	$30,333 3		$27,100 2			$27,092 5		$24,231 5			
Marketing/Marketing Management (incl. Research)		$21,500 2		$23,167 3	$26,875 4	$23,900 10	$23,188 8	$21,250 2	$25,000 1	$19,683 6	$19,950 2		$25,938 8		$21,585 59 $26,500 $18,000	$21,500 3		$24,000 3
Real Estate										$21,250 2								
Advertising		$19,500 5				$22,533 3									$17,500 2			
Communications		$17,000 1		$21,000 1		$21,000 3	$20,000 1		$20,000 1		$15,000 2		$22,640 5		$22,239 12	$21,000 1		$15,000 1
Journalism		$13,425 4				$16,946 6	$22,000 1	$22,000 1					$21,750 2	$21,940 1				$14,814 6
Telecommunications/ Broadcasting						$28,200 4												
Elementary Education													$18,000 1					
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum - Continued . . .

	SERVICE EMPLOYERS																		
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology													$15,300 1		$19,250 2			
Textiles & Clothing															$23,000 2			
Merchandising Management															$21,820 15			
Foreign Languages		$31,500 1											$21,000 1			$25,000 1		
Letters				$17,750 2		$17,000 1	$25,000 1			$25,000 1					$22,740 1		$19,000 1	
Visual & Performing Arts						$22,000 1												$16,950 1
Humanities-Other													$12,000 1	$20,000 1			$25,000 1	
Criminal Justice														$20,867 6			$23,000 1	
History				$21,000 1		$24,000 1									$14,400 2			
Political Science / Government				$22,000 2	$16,000 1	$17,000 1		$26,000 1		$22,000 1			$18,000 1	$11,440 2	$21,900 5			$26,525 2
Psychology						$18,500 1			$22,000 1		$12,000 1	$18,000 1	$17,900 2		$18,900 6		$21,000 1	
Sociology										$20,000 1		$17,500 1			$19,400 2	$14,000 1	$23,000 1	
Social Sciences-Other				$16,200 1		$12,000 1	$25,000 1	$20,900 2	$14,500 1				$23,500 1	$18,500 2	$18,567 3			
Aerospace & Aeronautical Engineering																		
Agricultural Engineering								$32,375 4										
Architectural Engineering								$31,500 1										
Bioengineering & Biomedical Engineering															$28,500 1			
Chemical Engineering								$38,150 2	$32,000 1									
Civil Engineering								$28,562 34 $30,014 $26,004	$29,176 31 $30,000 $26,400									
Computer Engineering						$30,000 2	$23,000 1											

Curriculum - Continued . . .

Curriculum	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering						$33,357 7	$31,033 11	$31,784 19	$31,725 8						$28,500 1			
Environmental Engineering																		
Industrial Engineering	$30,000 1							$30,675 4	$29,000 1				$26,000 3					
Mechanical Engineering			$29,000 1				$35,000 1	$32,533 11	$31,980 5						$33,333 3	$36,000 1		
Metallurgical Engineering																		
Mining Engineering								$30,192 11	$25,200 2									
Nuclear Engineering								$32,400 1										
Petroleum Engineering									$33,000 1									
Textile Engineering																		
Engineering Technology							$27,267 3		$37,920 2									$28,000 1
Industrial Technology																		
Agribusiness				$28,967 3				$19,900 2										
Animal Sciences				$30,000 1				$21,500 1										
Plant Sciences															$12,480 1			
Natural Resources															$20,000 1			
Other Agricultural Sciences												$25,000 1						
Computer Science	$32,500 2			$27,735 3		$32,263 15	$26,004 31 $32,032 $20,000	$28,850 4	$25,500 1	$29,833 3		$22,500 1	$27,824 13		$24,000 1			$24,500 2
Computer Programming							$29,500 3	$31,500 2							$27,000 1			
Information Sciences & Systems						$29,500 1	$25,791 11	$34,000 1		$23,000 3			$27,100 3		$22,867 3			
Systems Analysis																		

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy															$38,000 1			
Actuarial													$32,400 1					
Architectural & Environmental Design			$26,500 2						$28,000 1		$25,000 1							
Biological							$22,000 1								$21,667 3			
Chemistry									$36,000 1									$15,000 1
Geological									$25,667 3									
Mathematics (incl Statistics)				$25,200 1			$23,333 3	$24,000 2	$30,053 3				$20,000 2					
Physics							$19,000 1											
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,231 407 $30,000 $22,200	$19,620 15		$22,046 49 $25,000 $18,000	$23,467 21 $28,000 $18,000	$23,334 49 $32,000 $15,000	$24,954 35 $26,800 $20,000	$25,864 29 $31,500 $20,000	$21,188 7	$22,337 51 $29,000 $16,000	$17,788 13	$21,458 36 $24,000 $18,000	$24,236 [illegible] $28,000 $18,000	$18,900 14	$23,982 188 $26,000 $16,000	$20,375 8	$22,200 5	$18,905 14
Technical Curricula	$31,867 3		$27,200 3	$25,183 8		$32,972 25 $36,000 $29,500	$28,953 66 $33,500 $19,992	$30,122 99 $33,900 $26,000	$29,916 60 $35,500 $25,000	$26,317 6	$25,800 1	$23,750 2	$26,511 22 $29,000 $25,000		$25,688 16	$30,000 1		$23,150 4

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$31,213 8	$49,000 1		$30,333 3	$21,750 2	$31,750 4	$31,400 5	$30,540 5		$42,500 2		$28,100 5	$40,000 1					
MBA - Technical Undergraduate Degree										$30,900 1			$37,500 2					

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting			$22,143 8	$24,799 3	$19,250 2	$21,158 11	$24,298 23 $26,880 $20,000	$25,750 2	$20,364 5					$26,500 2	$25,000 2	$27,300 1	$25,000 2	$27,375 4
Business Administration - incl. Management Science	$17,500 1	$20,240 2	$24,214 7		$23,250 4	$22,517 7	$21,875 4	$19,797 5					$22,000 1	$24,750 2		$28,625 4	$18,000 3	$29,366 8
Distribution Management						$22,500 1										$29,200 1		
Economics & Finance (incl. Banking)	$26,000 1		$23,000 3	$36,000 1		$19,404 7	$23,258 4		$25,000 1				$28,000 1	$24,188 1		$29,000 2		$27,867 3
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$26,200 1	$23,200 1												$32,000 1	$27,000 1	
Management Information Systems			$27,174 2	$27,503 3	$28,980 1		$22,500 1		$25,000 1					$25,000 1	$30,500 2	$28,000 2	$24,000 1	$31,732 5
Marketing / Marketing Management (incl. Research)			$18,200 5	$20,000 1	$26,000 1	$22,550 2	$20,000 1									$25,000 1		$29,672 6
Real Estate	$17,000 1						$20,820 1											
Advertising																		
Communications	$10,900 1		$27,833 2	$24,500 1	$21,500 2			$18,000 1				$15,000 1	$16,645 1		$21,000 1	$28,100 2	$20,000 1	
Journalism	$22,000 1				$18,000 1		$21,000 1											$34,000 1
Telecommunications / Broadcasting																		
Elementary Education					$20,873 94 $23,975 $14,292					$12,948 2		$14,250 2						
Pre-Elementary Education					$19,738 13													
Physical Education					$18,829 12			$13,440 1	$17,000 1									
Special Education					$23,706 17				$17,500 1									

Curriculum - Continued . . .

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$20,450 2							$15,000 1						
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages					$19,925 2	$16,644 1												
Letters				$32,000 1	$22,955 10	$20,200 2	$20,800 1		$10,400 1									
Visual & Performing Arts					$19,444 14							$23,000 2						
Humanities-Other					$20,591 5	$24,750 2		$17,500 2										
Criminal Justice						$17,300 1	$21,575 7					$16,000 1						
History					$15,000 1	$16,000 1	$30,000 1					$24,000 1						$30,000 1
Political Science / Government					$15,000 1	$20,720 5	$20,973 3											$28,000 1
Psychology					$22,328 3	$23,100 1	$20,820 1		$17,500 1	$18,500 1		$17,800 5	$11,000 1				$25,200 1	
Sociology			$19,500 1		$17,800 1		$29,100 2		$20,454 2	$18,000 1		$16,480 5	$10,000 1					
Social Sciences-Other			$25,000 1		$20,174 6	$20,133 3	$16,485 4		$18,100 3	$21,200 1		$15,920 5	$27,000 3					
Aerospace & Aeronautical Engineering						$27,533 10								$30,537 22 $32,000 $29,900				
Agricultural Engineering															$25,000 1	$36,100 4		
Architectural Engineering							$27,184 3										$31,400 4	
Bioengineering & Biomedical Engineering									$17,000 1									
Chemical Engineering			$24,812 1			$21,201 1	$30,000 1								$36,000 6	$34,000 5	$40,000 1	$36,702 83 $38,401 $35,400
Civil Engineering		$28,800 1	$26,224 23 $29,100 $24,144	$32,017 9		$26,243 4	$27,355 37 $33,000 $24,144							$28,561 3		$31,920 2	$29,248 15	$33,388 2
Computer Engineering						$26,253 4	$28,500 1											

Curriculum - Continued . . .

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$39,200 1		$32,905 39 $34,500 $31,080		$25,775 19	$33,500 1							$31,978 25 $33,956 $30,160		$33,500 16	$24,000 1	$35,987 11
Environmental Engineering																		
Industrial Engineering			$30,000 1	$34,565 4		$26,252 3								$27,900 2		$31,583 6	$31,000 1	$34,563 8
Mechanical Engineering		$31,500 2		$32,876 14		$25,467 13	$29,016 1							$30,381 27 $32,500 $28,500	$34,000 5	$33,116 34 $34,500 $31,000	$34,300 4	$36,181 33 $38,400 $34,200
Metallurgical Engineering				$50,400 1										$31,500 1	$30,000 1	$33,000 2		
Mining Engineering				$33,800 1			$24,000 1									$25,400 1		
Nuclear Engineering				$33,200 2		$26,252 1	$33,500 1											
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology														$24,875 4			$24,000 2	
Industrial Technology														$31,200 1		$25,200 4		
Agribusiness															$22,100 10			$24,500 1
Animal Sciences						$22,200 1									$20,286 7			
Plant Sciences					$30,000 1													
Natural Resources							$24,000 1											
Other Agricultural Sciences															$25,000 2			
Computer Science		$28,750 6	$29,500 2	$29,500 3	$22,000 1	$27,033 4	$21,200 4	$30,000 1						$30,702 9				$33,638 2
Computer Programming			$29,400 1															
Information Sciences & Systems			$27,300 3	$29,500 1		$28,195 1								$26,900 3		$30,000 2		$30,500 2
Systems Analysis							$18,000 1											

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$23,027 3		$14,504 2	$30,048 25 $33,000 $27,000	$24,000 2									
Health Sciences								$23,004 9	$18,275 4				$17,000 3					
Nursing							$22,175 1	$26,273 23 $35,000 $21,000	$29,036 3									$22,000 1
Pharmacy									$30,000 1									
Actuarial																		
Architectural & Environmental Design																$26,500 1	$25,833 3	
Biological		$18,625 4			$18,250 2			$18,000 1										
Chemistry		$23,000 2			$14,700 2	$31,200 1												$28,623 7
Geological		$32,000 1				$24,825 2												
Mathematics (incl. Statistics)					$19,139 8	$20,195 1	$33,900 1	$22,000 1								$24,000 1		$40,400 1
Physics						$24,000 1											$28,500 1	$32,000 1
Other Physical & Earth Sciences					$19,747 1													
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$18,680 5	$20,240 2	$22,912 30 $29,400 $17,000	$26,625 11	$20,517 192 $24,500 $15,000	$20,926 44 $24,000 $16,644	$22,852 54 $27,000 $18,000	$19,720 11	$19,339 16	$16,719 5		$17,248 23 $20,000 $13,000	$21,081 8	$25,280 8	$26,520 5	$28,442 14	$22,244 9	$29,521 29 $34,000 $24,000
Technical Curricula		$26,927 17	$26,654 31 $29,400 $24,752	$32,974 74 $34,500 $29,000	$20,546 18	$25,877 66 $28,000 $21,204	$26,515 56 $33,500 $22,175	$27,209 60 $34,000 $20,000	$24,019 11				$17,000 3	$30,396 07 $32,801 $27,500	$26,816 32 $35,500 $16,800	$32,587 78 $35,400 $29,640	$29,660 32 $34,200 $26,000	$35,784 152 $38,400 $32,100

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$25,000 1			$24,148 3		$20,200 1	$20,280 1	$30,000 1								$34,800 1		
MBA - Technical Undergraduate Degree							$34,000 3											$29,150 2

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$27,000 1	$25,253 6		$27,000 1	$17,200 1			$24,000 1	$27,275 20 $29,000 $26,000				$14,500 2	$27,500 1		$21,475 8
Business Administration - incl. Management Science	$28,000 2	$24,800 2	$28,450 4	$32,000 1	$20,000 1	$22,000 1		$16,000 1	$27,796 5	$22,000 1		$26,500 1		$22,460 7		$25,500 3
Distribution Management																
Economics & Finance (incl. Banking)		$23,800 4	$26,533 3		$27,000 1		$23,000 2	$25,600 3	$26,905 20 $33,000 $24,000	$12,000 1		$29,000 2	$26,100 1	$27,500 1	$16,000 1	$21,343 7
Hotel / Restaurant Management																
Human Resources (incl. Labor Relations)	$33,000 1		$30,000 1	$24,500 1			$23,000 1		$25,000 1							
Management Information Systems	$29,750 2		$26,333 3	$33,000 1		$27,600 1	$26,100 1		$25,000 1			$31,700 2		$27,750 2		
Marketing / Marketing Management (incl. Research)	$24,500 4	$25,564 5	$23,244 9	$28,600 2					$28,400 5	$24,050 2	$30,000 1	$25,000 3	$21,600 1	$22,380 5	$23,000 1	$21,600 19
Real Estate																
Advertising							$18,500 1			$26,000 1						
Communications			$28,750 2												$23,000 1	$21,125 4
Journalism															$18,000 1	$19,360 3
Telecommunications / Broadcasting																
Elementary Education																
Pre-Elementary Education																$18,000 1
Physical Education																
Special Education																

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS																
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																$17,500 1
Textiles & Clothing														$25,400 2		
Merchandising Management																
Foreign Languages																
Letters														$21,000 1	$27,600 1	$18,500 2
Visual & Performing Arts																
Humanities-Other			$20,000 1											$21,000 1		$27,750 2
Criminal Justice																
History																$25,000 1
Political Science / Government			$23,050 2						$22,000 1	$26,500 2						
Psychology									$24,504 1	$12,553 2						$19,000 1
Sociology										$22,000 1					$23,000 1	$18,500 2
Social Sciences-Other						$12,584 1										
Aerospace & Aeronautical Engineering		$35,400 1							$36,120 1						$36,000 1	$26,000 1
Agricultural Engineering									$30,000 1							
Architectural Engineering									$36,350 2							$29,500 1
Bioengineering & Biomedical Engineering		$32,000 1														
Chemical Engineering	$38,000 2	$33,240 1	$35,179 7	$37,800 6	$34,200 2		$21,000 1	$37,800 5	$38,434 69 $40,200 $36,000					$36,750 2	$37,500 1	$36,600 2
Civil Engineering					$29,055 4	$32,420 3			$34,910 21 $37,800 $32,500				$28,000 1		$34,200 1	$28,400 2
Computer Engineering	$35,960 4	$33,547 6							$34,050 2							

Curriculum - Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$33,963 31 $36,400 $32,400	$33,860 44 $36,000 $31,777	$37,500 1		$33,793 7		$33,770 1	$37,386 7	$35,557 21 $37,500 $33,400			$34,830 2		$34,500 1		$33,438 8
Environmental Engineering																
Industrial Engineering	$31,540 2	$31,509 11	$33,493 3	$33,000 1	$34,050 4		$30,000 1	$33,500 4					$30,500 1		$32,800 1	$27,000 1
Mechanical Engineering	$32,767 6	$32,358 20 $34,800 $30,840	$35,850 10	$35,500 4	$32,818 13		$32,625 4	$35,033 6	$37,419 75 $39,500 $33,600	$33,000 2		$32,041 7			$34,640 5	$31,143 10
Metallurgical Engineering					$33,484 7			$34,800 2	$36,000 1				$31,833 3			
Mining Engineering						$32,466 11			$33,900 1							
Nuclear Engineering		$35,400 2														
Petroleum Engineering									$38,835 44 $42,000 $32,000						$37,500 1	
Textile Engineering																
Engineering Technology	$32,000 1	$33,000 1							$32,600 2	$24,353 3						$27,000 2
Industrial Technology																$18,000 2
Agribusiness			$26,000 1		$16,500 1											
Animal Sciences																
Plant Sciences																
Natural Resources																
Other Agricultural Sciences			$23,020 5				$35,000 1									
Computer Science	$30,641 18	$32,736 9		$32,000 1	$35,400 1		$31,200 1	$32,400 2	$33,531 16	$31,000 1		$31,050 2		$28,325 2	$21,500 1	$31,860 2
Computer Programming	$34,000 1	$31,200 1														
Information Sciences & Systems		$29,400 3							$29,750 6							
Systems Analysis																

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																$23,040 1
Nursing																
Pharmacy																
Actuarial																
Architectural & Environmental Design																
Biological			$20,400 1									$21,000 1				
Chemistry																
Geological									$39,500 1							
Mathematics (incl. Statistics)		$26,000 1							$36,000 1					$22,724 1		
Physics		$32,500 1														
Other Physical & Earth Sciences																
Polymer Science																
Textile Science																

BACHELOR'S SUMMARY

Nontechnical Curricula	$27,350 10	$24,950 17	$25,408 25 $30,000 $21,000	$28,950 6	$21,480 3	$20,728 3	$23,440 5	$23,360 5	$27,752 54 $31,500 $24,504	$21,831 10	$30,000 1	$27,883 8	$19,175 4	$23,621 20 $27,500 $14,000	$21,767 6	$21,476 54 $28,000 $15,000
Technical Curricula	$33,069 65 $36,000 $27,600	$32,959 102 $35,400 $31,000	$32,294 28 $37,500 $24,000	$36,150 12	$32,466 39 $34,800 $29,380	$32,456 14	$31,269 9	$35,742 26 $38,400 $33,500	$37,043 264 $40,800 $32,400	$26,015 4	$33,000 2	$31,421 12	$30,800 5	$31,229 6	$33,882 11	$30,131 32 $35,400 $24,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$42,000 1		$41,000 2						$36,267 3						$30,000 1	$23,650 2
MBA - Technical Undergraduate Degree									$30,000 1							

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average $24,878 639 Number of Offers
90th Percentile $28,000
10th Percentile $21,600

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$26,351 372 $30,000 $23,000	$24,173 131 $28,000 $18,000	$16,000 1	$25,000 1	$27,500 2				$27,532 8	$25,000 1	$27,996 1	$23,400 1				$27,000 1		
Business Administration (incl. Management Science)	$18,825 4	$20,072 7	$20,600 3	$14,190 2					$23,725 10		$26,039 6	$20,250 2				$23,000 2	$16,975 4	$18,000 1
Distribution Management																		
Economics & Finance (incl. Banking)	$23,600 9	$24,858 15	$22,338 8	$24,013 3	$25,660 5	$24,000 1	$18,500 3	$23,750 4	$25,705 43 $31,500 $20,195	$26,500 2	$24,468 10	$25,381 7					$18,000 1	
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)											$23,250 4	$22,039 4						
Management Information Systems	$32,000 1								$31,200 1									
Marketing / Marketing Management (incl. Research)		$22,800 2	$23,500 1		$31,500 1			$24,000 1	$25,250 2	$18,000 1	$22,000 1	$28,333 3		$29,000 1		$19,000 1		
Real Estate									$18,500 1	$24,000 1								
Advertising		$24,000 1														$22,500 2		$16,000 1
Communications				$16,645 1							$22,100 2	$23,000 3	$17,250 2			$19,572 3	$17,725 4	$22,000 1
Journalism		$16,500 4										$21,750 2	$12,584 1		$14,765 7	$18,700 1	$22,360 4	$15,900 3
Telecommunications / Broadcasting															$11,960 1	$23,067 3		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology																		
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages												$21,600 1						
Letters																		$26,300 2
Visual & Performing Arts																$19,425 2		
Humanities-Other											$12,000 1							
Criminal Justice																		
History				$21,000 1									$25,000 1					
Political Science / Government		$35,000 1	$22,000 1	$22,000 1	$22,000 1			$16,800 1	$22,000 1			$14,700 2	$26,000 1					$17,000 1
Psychology									$22,000 1		$14,700 1							
Sociology												$21,000 1						
Social Sciences-Other												$23,500 1	$14,400 1					
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued . . .	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering																		
Environmental Engineering																		
Industrial Engineering												$25,000 1						
Mechanical Engineering																		
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology													$25,020 3					
Industrial Technology																		
Agribusiness				$21,500 1													$16,800 1	
Animal Sciences				$30,000 1														
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science																		
Computer Programming																		
Information Sciences & Systems		$18,000 1																
Systems Analysis																		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological																		
Chemistry																		$15,600 1
Geological																		
Mathematics (incl. Statistics)				$11,440 1						$15,000 1					$26,000 1			
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,223 386 $30,000 $22,200	$23,917 151 $27,996 $17,000	$21,571 14	$20,563 9	$26,311 9	$24,000 1	$18,500 3	$22,633 6	$25,478 67 $31,500 $20,000	$24,000 5	$23,647 26 $27,996 $20,000	$23,064 27 $26,200 $20,000	$18,747 6	$29,000 1	$14,415 8	$20,964 15	$18,942 13	$19,356 9
Technical Curricula		$18,000 1		$20,980 3						$15,000 1		$25,000 1	$25,020 3		$26,000 1		$16,800 1	$15,600 1

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting							$26,000 2	$25,206 2	$22,456 18									
Business Administration - incl. Management Science	$20,900 2	$23,329 7	$26,640 7	$21,000 1	$22,500 2	$27,600 2	$23,480 10		$22,150 2	$24,000 1		$25,784 1						$22,000 1
Distribution Management						$29,280 1						$22,500 1						
Economics & Finance (incl. Banking)		$20,000 1			$27,255 3	$19,500 1	$25,600 21 $31,000 $20,400	$20,165 3	$23,094 4	$17,000 1		$18,000 1						
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$24,500 1				$22,571 7											$23,000 1
Management Information Systems							$23,000 1		$22,500 1									
Marketing / Marketing Management (incl. Research)		$23,000 3	$20,586 7	$24,500 2	$22,036 14	$17,000 1	$24,167 89 $30,000 $18,000	$20,000 1	$22,100 1									
Real Estate														$18,910 2				
Advertising	$18,000 1					$18,500 1	$20,533 3											
Communications	$30,000 1	$30,633 2	$18,000 1			$20,000 2	$24,650 10											$26,500 1
Journalism			$15,000 1	$28,000 1			$34,000 1											
Telecommunications / Broadcasting																		
Elementary Education							$18,000 1											
Pre-Elementary Education																		
Physical Education																		
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology							$16,400 2											
Textiles & Clothing																		
Merchandising Management			$22,333 9															
Foreign Languages					$31,500 1							$16,644 1						
Letters	$32,000 1			$17,000 1	$19,000 1		$17,500 1				$20,200 1							
Visual & Performing Arts																		
Humanities-Other							$30,000 1				$25,000 1	$22,000 1						
Criminal Justice								$19,099 3			$20,648 6	$28,140 1	$23,000 1					
History		$24,000 1	$18,900 1				$20,000 2					$23,000 2						
Political Science / Government							$23,830 5	$15,200 4	$24,000 1			$22,000 1	$26,000 1					
Psychology					$21,000 1		$16,071 6				$21,000 1	$23,100 1						
Sociology			$19,200 1				$21,533 3	$31,200 1			$25,000 2							
Social Sciences-Other	$12,000 1	$20,000 1		$25,000 1				$17,169 2				$23,000 2					$17,680 2	
Aerospace & Aeronautical Engineering																$30,984 9		$29,467 6
Agricultural Engineering																$36,150 2	$32,750 2	
Architectural Engineering																$31,095 9		
Bioengineering & Biomedical Engineering															$17,000 1			
Chemical Engineering					$37,500 1											$34,369 6	$32,657 3	$37,091 18
Civil Engineering					$36,100 1		$29,420 1					$24,000 1				$28,420 91 $33,000 $24,752	$32,937 15	$31,500 4
Computer Engineering							$23,000 1									$35,500 2		

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$34,700 1					$28,700 5				$32,300 1					$33,051 15		$33,573 31 $36,504 $30,680
Environmental Engineering																		
Industrial Engineering		$31,800 1				$32,100 1	$31,000 5									$26,252 1		$32,645 31 $34,800 $30,360
Mechanical Engineering		$34,500 1		$31,800 2			$32,504 16					$26,000 1			$37,500 1	$14,311 45 $38,400 $30,000	$32,000 2	$33,875 80 $37,500 $30,000
Metallurgical Engineering							$34,066 1									$35,200 1		$33,250 6
Mining Engineering																	$28,163 5	$33,900 1
Nuclear Engineering																		$32,500 1
Petroleum Engineering																$34,592 2		$36,257 3
Textile Engineering																		
Engineering Technology																$26,000 1		$26,867 3
Industrial Technology																$21,067 3		$18,000 1
Agribusiness			$24,500 1				$23,667 3											
Animal Sciences							$24,867 3					$22,200 1						
Plant Sciences							$12,480 1											
Natural Resources																		
Other Agricultural Sciences																		
Computer Science				$21,500 1	$29,000 1		$15,995 2		$16,800 1									
Computer Programming																		
Information Sciences & Systems																		
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design							$26,500 1									$28,800 2		
Biological			$18,000 1				$23,500 2								$21,750 2			
Chemistry																	$24,500 2	
Geological												$24,825 2					$22,000 2	
Mathematics (incl. Statistics)																		
Physics							$30,250 2											
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$22,300 6	$23,838 15	$22,399 28 $27,480 $18,000	$23,333 6	$23,035 22 $30,000 $16,500	$22,425 8	$23,739 165 $30,000 $17,500	$19,658 16	$22,574 27 $25,500 $20,195	$20,800 2	$21,826 11	$22,512 12	$24,500 2	$18,910 2			$17,880 2	$23,833 3
Technical Curricula		$33,867 3	$21,250 2	$28,357 3	$34,200 3	$32,100 1	$28,570 43 $33,000 $21,500		$16,800 1		$32,300 1	$24,370 5			$24,500 4	$30,747 189 $37,400 $24,812	$30,819 31 $36,000 $26,016	$33,545 185 $37,500 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting										$30,000 1								
Business Administration - incl. Management Science	$29,100 2				$33,000 1				$19,500 1	$22,880 1				$22,000 1				
Distribution Management																		
Economics & Finance (incl. Banking)	$28,200 1									$25,000 1								
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$25,000 3									$28,000 1								
Marketing / Marketing Management (incl. Research)																		
Real Estate																		
Advertising																		
Communications										$15,850 1								
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																$13,440 1		
Special Education																		

Curriculum - Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$15,000 1								
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters																		
Visual & Performing Arts																		
Humanities-Other																		
Criminal Justice																		
History																		
Political Science / Government																		
Psychology																		$15,000 2
Sociology																		
Social Sciences-Other																		$13,000 1
Aerospace & Aeronautical Engineering	$32,240 1		$26,252 1		$28,670 4	$29,436 8			$38,904 7									
Agricultural Engineering					$38,100 1	$32,000 2			$36,000 1									
Architectural Engineering						$31,500 1			$29,500 1									
Bioengineering & Biomedical Engineering			$32,000 1															$28,500 1
Chemical Engineering					$36,712 23 $38,460 $35,820		$37,324 132 $39,600 $35,100	$36,332 10	$35,467 6									
Civil Engineering		$28,522 1				$29,092 2		$31,144 18	$28,252 46 $31,000 $24,500				$29,200 1					
Computer Engineering	$32,126 2		$33,000 5	$31,431 4	$31,128 2	$34,400 1			$33,600 1								$34,000 1	

Curriculum - Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,480 25 $36,000 $32,000	$32,163 43 $36,000 $31,000	$33,532 14	$33,273 19	$30,896 17	$33,050 13	$35,967 6	$33,404 28 $37,500 $29,000	$32,415 52 $36,000 $28,000									
Environmental Engineering																		
Industrial Engineering		$31,500 1				$32,000 1	$24,000 1	$31,000 1	$29,998 10					$31,000 1				
Mechanical Engineering	$33,100 2	$31,881 13		$32,500 1	$32,945 18	$30,900 5	$37,791 11	$34,723 46 $38,400 $30,656	$33,874 68 $38,500 $26,252									
Metallurgical Engineering		$50,400 1			$33,500 1		$32,083 6	$34,800 1	$34,620 1									
Mining Engineering						$27,500 2		$30,997 10	$31,993 6									
Nuclear Engineering		$33,700 2			$32,400 1	$36,000 1	$34,800 1		$26,252 1									
Petroleum Engineering					$40,000 1	$30,000 1	$40,420 15	$39,133 21 $41,000 $36,600	$41,148 2									
Textile Engineering																		
Engineering Technology	$30,900 2			$27,500 1				$23,500 2	$32,340 6									
Industrial Technology																		
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources											$24,000 1							
Other Agricultural Sciences					$35,000 1													
Computer Science	$33,175 13	$32,100 1	$30,784 11			$20,800 1	$35,400 1	$33,240 3	$30,446 9									$24,000 1
Computer Programming	$31,500 1		$31,200 1															
Information Sciences & Systems	$29,500 1																	
Systems Analysis																		

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health												$26,817 3		$30,240 5				$29,020 22 $33,000 $22,880
Health Sciences												$21,400 5		$28,000 1				$21,023 6
Nursing										$32,044 4			$25,308 24 $31,109 $20,000					
Pharmacy															$39,000 2			
Actuarial																		
Architectural & Environmental Design																		
Biological												$16,000 1						$16,500 2
Chemistry					$25,020 3	$24,900 1	$30,587 3	$29,600 2										
Geological								$34,833 3										
Mathematics (incl. Statistics)	$25,200 1								$34,092 5	$22,000 1								
Physics				$32,500 1														
Other Physical & Earth Sciences																		
Polymer Sciencer																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,900 6				$33,000 1				$19,500 1	$22,647 8				$22,000 1		$13,440 1		$14,333 3
Technical Curricula	$32,895 48 $36,000 $29,500	$33,070 82 $36,000 $27,600	$32,319 33 $35,000 $29,380	$32,788 26 $35,100 $26,252	$33,243 72 $38,400 $26,252	$30,934 39 $34,400 $25,000	$37,176 176 $40,000 $34,000	$34,238 145 $39,300 $29,000	$31,939 222 $37,800 $26,000	$38,835 5	$24,000 1	$22,606 9	$25,463 25 $31,109 $20,000	$30,840 7	$39,000 2		$34,000 1	$26,236 34 $32,000 $18,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$42,000 1	$23,000 2	$28,200 1		$18,000 1		$34,000 1		$23,175 4					
Business Administration - incl. Management Science	$20,250 2				$22,680 2	$24,336 10	$27,493 4				$30,250 4	$21,886 7	$21,510 82 $26,700 $17,500			$30,000 1		$21,333 3
Distribution Management																		
Economics & Finance (incl. Banking)	$28,000 1				$24,550 2	$30,000 1		$37,000 1			$25,833 6		$21,943 30 $26,500 $17,000	$14,000 1			$33,000 2	
Hotel / Restaurant Management													$21,526 23 $22,000 $22,000					
Human Resources (incl. Labor Relations)												$25,233 9	$24,333 3					
Management Information Systems					$29,286 19	$26,060 14	$30,613 12				$29,125 4		$20,769 4					
Marketing / Marketing Management (incl. Research)					$27,000 1						$26,750 2	$20,767 3	$20,677 46 $24,000 $17,000					$26,000 1
Real Estate																		
Advertising													$20,333 3					
Communications		$20,000 1			$20,000 1							$21,500 2	$19,735 10					
Journalism												$22,000 1	$17,667 3					
Telecommunications / Broadcasting																		
Elementary Education	$18,100 1	$13,350 1																$19,894 96 $23,975 $14,000
Pre-Elementary Education													$16,000 1					$19,739 13
Physical Education											$17,000 1							$18,629 12
Special Education		$17,500 1																$23,706 17

Curriculum - Continued . . .	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology													$19,250 2					$20,450 2
Textiles & Clothing													$24,200 4					
Merchandising Management													$20,550 8					
Foreign Languages													$25,000 1					$19,925 2
Letters		$10,400 1										$19,267 3	$21,685 4					$22,705 11
Visual & Performing Arts	$28,000 1																	$19,429 15
Humanities-Other		$17,500 2											$23,500 4		$20,000 1			$20,591 5
Criminal Justice		$20,500 2													$19,333 3			
History		$24,000 1																$15,800 1
Political Science / Covernment		$15,000 1									$26,000 1		$21,617 6			$25,000 1		
Psychology	$25,000 2	$13,000 2		$13,000 1	$17,500 1						$18,500 1	$22,662 2	$19,858 6					$22,328 3
Sociology	$16,200 2	$15,000 2		$16,977 4								$14,000 1	$18,800 5					$17,600 1
Social Sciences-Other	$19,600 2	$17,175 4		$16,970 6	$25,000 1						$21,000 1		$21,581 6		$17,000 1			$20,174 6
Aerospace & Aeronautical Engineering																		
Agricultural Engineering									$25,000 1		$28,000 1							
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering					$29,500 1		$30,560 8				$30,250 2		$28,000 1					
Computer Engineering					$28,500 1													

Curriculum - Continued . . .

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$31,000 1	$31,625 4	$34,427 3				$28,250 2		$35,400 1				$33,500 1	
Environmental Engineering																		
Industrial Engineering							$41,000 1				$30,840 5		$32,900 2					
Mechanical Engineering					$29,500 1								$35,140 3				$26,252 1	
Metallurgical Engineering																		
Mining Engineering											$31,525 4							
Nuclear Engineering																		
Petroleum Engineering													$20,856 1					
Textile Engineering																		
Engineering Technology					$26,500 2								$26,000 1					
Industrial Technology													$27,600 3					
Agribusiness					$16,500 1				$24,260 5		$27,600 1		$18,460 5					
Animal Sciences									$17,900 5									
Plant Sciences																		$38,000 1
Natural Resources									$20,000 1									
Other Agricultural Sciences									$22,529 5				$25,667 3					
Computer Science		$18,000 1			$28,646 50 $33,800 $22,500	$31,510 15	$28,807 38 $34,000 $25,000				$32,750 4		$24,000 1					$22,000 1
Computer Programming					$29,480 5						$31,500 2							
Information Sciences & Systems					$26,272 11	$24,480 8	$28,456 15				$30,333 3		$28,825 4					
Systems Analysis							$18,000 1											

Curriculum - Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health		$14,688 1		$14,500 1														
Health Sciences				$15,500 2														$20,000 1
Nursing																		
Pharmacy																		
Actuarial								$32,400 1										
Architectural & Environmental Design										$26,100 4		$19,500 1						
Biological						$22,000 1							$20,400 1				$21,000 1	$18,250 2
Chemistry																	$32,400 1	$12,570 1
Geological																		
Mathematics (incl. Statistics)					$24,960 5	$18,000 1	$26,000 1							$24,336 3				$20,230 7
Physics					$19,000 1													$24,000 1
Other Physical & Earth Sciences																		$19,747 1
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$21,473 11	$16,719 18		$16,612 11	$27,206 28 $30,000 $24,000	$25,345 27 $30,000 $20,000	$24,737 17	$32,000 1	$18,000 1		$26,786 21 $31,000 $24,000	$22,312 28 $27,000 $16,500	$21,259 253 $26,000 $17,000	$14,000 1	$10,000 5	$27,500 2	$33,000 2	$20,369 188 $24,000 $15,000
Technical Curricula		$16,344 2		$15,167 3	$27,935 88 $33,500 $21,000	$20,771 29 $35,000 $21,300	$29,177 67 $34,800 $24,500	$32,400 1	$21,780 17	$26,100 4	$30,746 24 $33,000 $28,000	$19,500 1	$26,664 26 $34,620 $20,400	$24,386 3			$28,288 4	$20,967 15

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	67	$30,293	$29,647	2.2%	$35,000	$30,000	$26,000
MBA-Nontechnical undergraduate							
1 year or less experience	53	31,099	36,175	-14.0	40,000	30,000	24,300
1 to 2 years experience	12	29,227	43,310	*	*	*	*
2 to 4 years experience	9	40,253	45,683	*	*	*	*
Over 4 years experience	28	40,900	45,883	-10.9	50,000	38,000	28,500
MBA-Technical undergraduate degree							
1 year or less experience	8	31,413	37,737	*	*	*	*
1 to 2 years experience	5	40,200	48,191	*	*	*	*
2 to 4 years experience	+	+	50,355				
Over 4 years experience	15	43,513	51,452	*	*	*	*
MS-Business	+	+	34,347				
Economics & Finance	4	34,952	36,812	*	*	*	*
Labor/Industrial Relations (incl. Human Resources)	3	31,467	31,487	*	*	*	*
Management Information Systems	6	35,033	33,739	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	1	42,000	35,440	*	*	*	*
COMMUNICATIONS							
Advertising	4	33,250	24,000	*	*	*	*
Communications	5	26,392	27,602	*	*	*	*
Journalism	+	+	24,500				
EDUCATION							
Education Administration	9	25,857	25,698	*	*	*	*
Elementary Education	20	23,999	22,893	4.8	28,169	24,500	16,000
Physical Education	3	21,000	27,508	*	*	*	*
Reading Education	1	32,944	22,000	*	*	*	*
Special Education	5	25,958	22,798	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	1	21,000	24,350	*	*	*	*
Letters (incl. Eng. Lit, etc)	2	18,750	22,400	*	*	*	*
Visual & Performing Arts	1	21,325	25,399	*	*	*	*
Humanities-Other	+	+	24,333				
History	+	+	22,500				
Political Science/Government	+	+	+				
Psychology	7	26,573	24,169	*	*	*	*
Sociology	+	+	20,500				
Social Sciences	7	29,112	26,536	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	6	35,187	36,114	*	*	*	*
Agricultural	+	+	37,700				
Bioengineering & Biomedical	+	+	36,500				
Chemical	8	39,331	37,862	*	*	*	*
Civil	31	34,905	32,366	7.8	39,100	35,480	30,000
Computer	+	+	35,748				
Electrical	33	38,166	37,526	1.7	40,500	38,000	34,000
Industrial	7	34,192	35,362	*	*	*	*
Mechanical	29	36,143	36,506	-1.0	41,500	36,000	31,940
Metallurgical	9	38,984	36,792	*	*	*	*
Mining	9	34,311	39,626	*	*	*	*
Nuclear	2	37,800	36,728	*	*	*	*
Petroleum	12	45,283	38,412	*	*	*	*
Textile	+	+	33,510				

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	January 1991	January 1991	September 1990		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	+	+	$25,696				
Health Sciences	1	$20,000	20,402	*	*	*	*
Nursing	+	+	34,900				
SCIENCES							
Agricultural & Natural Resources	2	25,500	22,839	*	*	*	*
Architectural & Environmental Design	+	+	26,905				
Biological	2	24,679	27,279	*	*	*	*
Chemistry	2	27,000	32,320	*	*	*	*
Computer Science	24	35,796	36,849	-2.9 %	$41,000	$37,900	$29,000
Geological (incl. Geophysics)	11	34,818	33,644	*	*	*	*
Mathematics	2	21,200	30,069	*	*	*	*
Physics	2	29,650	31,480	*	*	*	*
Polymer	+	+	37,098				
	468						

Doctoral Candidates

BUSINESS							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	3	$57,033	$54,788	*	*	*	*
Economics & Finance	+	+	44,000				
EDUCATION							
Education Administration	2	42,159	44,900	*	*		*
HUMANITIES & SOCIAL SCIENCES							
English	1	30,000	30,340	*	*	*	*
Foreign Languages	+	+	+				
Humanities	+	+	26,000				
Psychology	1	50,000	34,154	*	*	*	*
Sociology	+	+	32,502				
Social Sciences	1	30,000	34,200	*	*	*	*
ENGINEERING							
Aerospace	2	42,000	48,932	*	*	*	*
Chemical	2	49,730	50,524	*	*	*	*
Civil	+	+	44,481				
Computer	1	59,500	50,526	*	*	*	*
Electrical	7	58,457	53,147	*	*	*	*
Industrial	+	+	51,500				
Mechanical	+	+	49,887				
Metallurgical	4	43,500	47,296	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	1	36,000	38,912	*	*	*	*
Biological	+	+	32,500				
Chemistry	12	46,047	45,356	*	*	*	*
Geology & Geological Sciences	3	51,433	38,028	*	*	*	*
Mathematics	5	35,300	42,775	*	*	*	*
Physics	1	40,000	41,486	*	*	*	*
Polymer	+	+	46,625				
	46						

N/A - No historic data available
* Not computed for fewer than 20 offers

1990-91 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Connecticut State Univ.
Fordham Univ. - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
SUNY - Brockport
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Inst.

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University
William Paterson College

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Iowa State Univ.- Vet. Med.
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota-Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
University of Notre Dame
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Acct. & Bus.
Wartburg College
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
Univ. of Wisconsin - Stout
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern University
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University-Los Angeles
California State University-Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
Ringling School of Art & Design
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College